



2024-25 Professional Development Plan

**Turtle Mountain Community Schools
District Plan**

Introduction

During the 2024-25 school year, Turtle Mountain Schools will be working together to provide meaningful built in Professional Development opportunities for personnel.

The following days have been built into the calendar for a variety of professional development services.

Early Outs (1:30 start time) Designated Professional Development Days

September 25, 2024

October 30, 2024

January 29, 2025

February 26, 2025

Full Professional Development Days

August 12-14, 2024 (Optional PD)

August 15-16, 2024

May 07, 2025

Professional Development opportunities will be centered around the three areas of school improvement that k-12 schools are working to improve. **Student Growth** (Academic, Behavior, College and Career Ready) **Communication** (Internal and External) and **Culture and Community** (embodying both the climate and culture and the local Native American culture. Some PD opportunities will entail all employees while other opportunities will allow you flexibility to choose sessions that are of interest to you and represent areas that you would like to grow in and learn more about.

August 12th 2024

TIME: 9:00 - 11:45 pm

LOCATION: Derrick Dixon Event Center

AUDIENCE: k-12 Classroom/Content Teachers, Title Teachers, Special Education Teachers, Interventionists, Coaches, Administrators, and Educators who wish to improve outcomes for all students.

TOPIC: Dr. Lavonne Fox-Peltier - ND Thrives (TBD) Strength Based

Title: Celebrating Strengths: Empowering Indigenous Students, Staff, and School Communities as Hope Dealers

Description & Rationale

- Counteracting the typical deficit approach in our lives, communities, and education with the promotion of positivity, strength, optimism, and hope is not merely a lofty ideal but a pragmatic and evidence-based strategy.
- Research shows that focusing on strengths and resilience fosters better mental health outcomes, enhances academic achievement, and builds stronger, more cohesive communities.
- By recognizing and celebrating the inherent strengths and cultural richness of Indigenous communities, we empower individuals to see themselves as capable and valued contributors to society.
- This shift from a deficit-focused narrative to one of hope and possibility can break the cycle of negativity and trauma, leading to tangible improvements in well-being and success.
- Embracing a strength-based approach acknowledges the reality of challenges while equally affirming the power of community, culture, and individual potential to overcome them. By fostering environments where positivity and optimism thrive, we create spaces where all members can flourish and realize their full potential.

OBJECTIVES

Participants will be a

- Have a deeper understanding of how historical and ongoing challenges as well as colonization are impacting everyone within our school systems and our communities.
- Recognize the role NDTHRIVES and STARS can provide toward addressing these challenges.
- Feel empowered and equipped with several practical strategies to begin the school year in support Indigenous students.
- Have a personalized action plan to implement strength-based and culturally relevant approaches in their schools.

11:45-12:45 pm- Lunch - on your own

TIME: 1:00 - 4:30 pm

LOCATION: Derrick Dixon Event Center

AUDIENCE: Pre-K - Elementary Classroom Teachers, Title Teachers, Special Education Teachers, Interventionists, Coaches, Administrators, Staff wanting to know more about historical trauma and how to overcome it.

TOPIC: Jennifer Keplin - Trauma 101

Trauma 101 is an educational workshop intended for members of your community. Information includes prevalence of trauma in children, signs and symptoms of trauma reactions in children, specific cultural trauma, coping skills and interventions. This workshop has been adapted for the specific needs and demographics of your community.

The recipients of Trauma 101 include children, caregivers of children, staff (can be school staff &/or Boys and Girls staff).

The presenters of Trauma 101 will be member(s) of your Trauma team, with consultation from the National Child Help Program staff (NCHP).

The NCHP staff presented the workshop to your Trauma team using prepared slides. Since that time a subgroup modified Trauma 101 to reflect culturally and historically specific traumas to Turtle Mt.

OBJECTIVES

Participants will be able to

- Define Trauma
- Trauma Reactions-How do Children Feel and Think
- Trauma Reactions-How do Children Behave
- How to help Others
- Ideas for Coping Skills

Please scan the QR Code to complete registration for the upcoming Trauma 101 training.



Or go to: tinyurl.com/nchp-registration

- **All staff return to Individual School Buildings after the Trauma training.**

August 13-14th 2024

TIME: 9:00 - 4:00

LOCATION: TMES Staff-Elementary School, TMMS & TMHS-Event Center, Ojibwa-OIS

AUDIENCE: K-12 Classroom Teachers, Title Teachers, Special Education Teachers, Interventionists, Coaches, Administrators, Educators that wish to improve outcomes for all students in the area of reading.

TOPIC: Schoology -

Location: TMES, OIS, Event Center

Time: 8:30 – 3:30

Audience: All TMCS Educators

Description

Participants will learn more about the Schoology platform and the resources provided within the platform to assist TMCS in becoming more intentional and personalized in students’ education.

Objectives

Participants will better understand Schoology and its functions.

Participants’ will gain an understanding of how to run the Schoology program.

Data – Driven Decision

Standard 4 – Learners benefit from a formal structure that fosters positive relationships with peers and adults.

Standard 6 – Professional staff members receive the support they need to strengthen their professional practice.

Standard 24 – Leaders use data and input from a variety of sources to make decisions for learners’ and staff members’ growth and well-being.

Standard 29 – Understanding learners’ needs and interests drives the design, delivery, application, and evaluation of professional learning.

August 15th 2024 - Derrick Dixon Event Center

TIME:

8:00-9:00 - Back to School Informational Address- Dr. Shane Martin and Mr. Casey Sovo

9:00-3:00 - Karen Haas School Law

Lunch: 12:00 - 12:30

3:00-4:30 - Payroll - Business Office Staff

LOCATION: Derrick Dixon Event Center

AUDIENCE: All TMCS Staff

Topic: School Law - Karen Haase

Description

Karen Haase is a partner in the law firm of KSB School Law, where she focuses her practice exclusively on representing public school districts and related entities. She holds degrees from Hastings College, Kansas State University and the University of Nebraska College of Law. Prior to attending law school, Karen taught at both the high school and post-secondary level. Her full-day session will focus on legal hot topics, special education & 504, and will include digital citizenship and teacher tricks. Her presentation includes the latest and greatest news and cases.

Objectives

Participants will gain knowledge on SPED law and how to ensure equitable education for all students.

Data – Driven Decision

Standard 6 – Professional staff members receive the support they need to strengthen their professional practice.

Standard 24 – Leaders use data and input from a variety of sources to make decisions for learners’ and staff members’ growth and well-being.

August 16th 2024 *Work Hours 10:00-6:00, Open house 1:00-6:00*****

TIME: 10:00 - 12:30 - SCAN Training

Each staff member **MUST REGISTER** at the following link for the August 16th training. Staff must register individually using their full name and the school email address. For TMCHS select *TCS* and for TMES and TMMS select *BOS*.

Host: SCAN-EIR-CIR Program

Friday, August 16, 2024 9:00 AM-11:30 (MDT-06:00) Mountain Time 2 hrs 30 mins

10:00 AM-12:30 (CDT-06:00) Central Time 2 hrs 30 mins

<https://events.gcc.teams.microsoft.com/event/eb1eb3f4-7298-41b3-aa1a-b03f7d6b3572@0693b5ba-4b18-4d7b-9341-f32f400a5494>

NOTE:

STEP 1 - Registration:

1. Each session is 2½ hours in length. Please plan accordingly.
2. Pre-registration is required of all participants. Please ensure that each participant is registered individually. Group participation for those who are pre-registered can be arranged on the day of the session.
3. Pre-registration closes at Noon one business day prior to the scheduled session. Please do not register on the day of a session; it will not count.
4. Please clearly identify location by name – school, ERC specific, ADD specific, etc. Please do not use “DOI, BIE, BIA, etc.” This clarity allows for proper credit to each location’s participation and for contact purposes.
5. After registration, TEAMS will send an email that you’re registered, and your spot is reserved.
6. TEAMS will provide an option of whether to add this to your calendar by attaching a calendar file (.ics) to the confirmation email. It is highly recommended that it be added to your calendar, which is done by double-clicking on the attachment. **ONLY** do this if the email is in response to your registration and is for the appropriate session.

STEP 2 - On the day of session:

Participants must log-in using their full name and the email address used for registration.

1. Those who join five (5) or more minutes after a session begins will not receive full credit, e.g., 9:05 AM, 10:05 AM or 1:05 PM.
2. On-Line participation with a full view of the powerpoint presentation is the best learning.
3. Internet connectivity. Please do as necessary to position yourself in the best location where your internet connection won’t be disrupted. You may need to have your IT available should the need arise.
4. Telephone usage for listening-in only is highly discouraged. Credit cannot be given to those who call-in.

STEP 3 - After the session:

1. For full credit, the total attendance requirement is 150 minutes. If attendance is less, it is considered an incomplete session. Additional training may be provided by administrators, managers, and supervisors to ensure the training is completed in full and notice of such is submitted to this office.
2. After review of the participation report, our office will provide subsequent information to administrators as consistently and as quickly as possible, e.g., date and total minutes of participation.
3. A Certificate of Completion template will be released to administrators to issue to those who meet full compliance.
4. Upon completion of training, administrators, managers, and supervisors will have the knowledge to provide training at their respective sites.

LOCATION: Respective School Building

AUDIENCE: Elementary/Middle/High School Staff/Educational Support Staff

OBJECTIVE: Beginning of year paperwork & meet and greet with teachers

TIME: 1:00 - 6:00 - Open House (at individual schools)

September 25th 2024– District Wide Professional Development - 1:30pm

Turtle Mountain High School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain High School

AUDIENCE: 9-12 Grade

CHOICE READY Training/Updates & Cognia Review

OBJECTIVES

Participants will be able to

- Identify essential skills needed for Choice Ready requirements and review Choice Ready Data from SY 2023-24.
- Identify Choice Ready components for Post-secondary, Workforce, and Military-ready ND Choice Ready requirements.
- Identify components of the Strategic Map and necessary information sharing in preparation for our upcoming Cognia Review.

Turtle Mountain Middle School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Middle School

AUDIENCE: 6-8 Grade

Description

BOY Data – Grade level groups will be looking at BOY FastBridge Benchmark assessment, CBM Reading and Automaticity Math

Cognia Self-Assessment – We will re-assess the first 15 Cognia standards assessed by grade level and grade our growth.

Turtle Mountain Elementary School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Elementary School

AUDIENCE: Pre k - 5th Grade

Topic: NAVVY Training, BOY Data and student placements

Ojibwa Indian School

TIME: 1:30-4:30pm

LOCATION: Ojibwa Indian

AUDIENCE: K-8th Grade

SRA- Reading Mastery and Corrective Reading Training.

BOY Grade Level Tier Review utilizing ND A +, Fastbridge Math, Reading, and MySAEBRS Data.

Cognia Standards, Strategic Map, and Self-assessment Workbook for Diagnostic Review - Begin assessing standards for school improvement.

October 30th 2024 – District Wide Professional Development - 1:30pm

Turtle Mountain High School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain High School

AUDIENCE: 9-12 Grade

NAVY & NDA+ (Kara Welk & ND DPI tentative)

Lesson Design (Dr. Brenda Tufte)

OBJECTIVES

Participants will be able to

- Become familiar with navigating the online NDA+ and NAVY sites.
- Understand NDA+ Data and utilize NAVY to address gaps and overlaps within the ND Standards.
- Know and implement lesson design strategies and best practices for instructional delivery.

Turtle Mountain Middle School

TIME: 1:30-4:30 pm

LOCATION: Turtle Mountain Middle School

AUDIENCE: 6-8 Grade

Participants will be guided through an evaluation of the Progress monitoring data, scope and sequence of the NAVY assessments and analyze the NDA+ data compared to the FastBridge BOY Data.

Progress Monitoring Data

NAVY Data

NDA+

Cognia Self-Assessment – 16 – 30 Standards by grade level.

Turtle Mountain Elementary School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Elementary School

AUDIENCE: Pre k - 5th Grade

Topic: MTSS

Participants will receive ongoing support for the full implementation of our Multi-tiered systems of support.

Ojibwa Indian School

TIME: 1:30-4:30pm

LOCATION: Ojibwa Indian

AUDIENCE: K-8th Grade

1:30-2:30 - Turtle Mountain Tribal Diabetes Prevention Program- Juvenile Diabetes, (symptoms, causes, risk factors and complications, care and treatment).

2:30-4:00 - Rolette County-Vaping Awareness and Prevention Education.

January 29th, 2024 – District Wide Professional Development - 1:30pm

Turtle Mountain High School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain High School

AUDIENCE: 9-12 Grade

Freshman Academy and BARR (Building Assets, Reducing Risks) Model

OBJECTIVES

Participants will be able to

- Identify student performance, program, and behavior and attendance data.
- Review Freshman Academy implementation strategy and provide input.
- Understand BARR Model

Turtle Mountain Middle School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Middle School

AUDIENCE: 6-8 Grade

MOY Data – Grade level groups will be looking at BOY FastBridge Benchmark assessment, CBM Reading and Automaticity Math

FastBridge MOY Data

Turtle Mountain Elementary School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Elementary School

AUDIENCE: Pre k - 5th Grade

Topic: Review of MOY Data

Teachers will review students MOY Data and make necessary adjustments for optimized instruction.

Ojibwa Indian School

TIME: 1:30-4:30pm

LOCATION: Ojibwa Indian

AUDIENCE: K-8th Grade

SRA- Reading Mastery and Corrective Reading Training.
MOY Grade Level Tier Review utilizing ND A+, Fastbridge Math, Reading, and MySAEBRS Data.
Cognia Standards, Strategic Map, and Self-assessment Workbook for Diagnostic Review - Continue assessing standards for school improvement. Identifying Key Measures, Strategies, and Stakeholders.

February 26th, 2025 – District Wide Professional Development - 1:30pm

Turtle Mountain High School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain High School

AUDIENCE: 9-12 Grade

NDA+ Summative Prep for ELA and Math (Dr. Brenda Tufte and Marty Sugerick)

OBJECTIVES

Participants will be able to

- Identify 5 strategies in their content area to support and prepare students for the Summative ND A+

Turtle Mountain Middle School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Middle School

AUDIENCE: 6-8 Grade

Participants will be guided through an evaluation of the Progress monitoring data, scope and sequence of the NAVVY assessments and analyze the NDA+ data compared to the FastBridge BOY Data.

Progress Monitoring Data

NAVVY Data

NDA+

Turtle Mountain Elementary School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Elementary School

AUDIENCE: Pre k - 5th Grade

Topic: ND A+ Summative Prep

Participants will be guided through an evaluation of the Progress monitoring data, scope and sequence of the NAVVY assessments, and analyze the NDA+ data compared to the FastBridge BOY Data to guide test prep.

Ojibwa Indian School

TIME: 1:30-4:30pm

LOCATION: Ojibwa Indian

AUDIENCE: K-8th Grade

Cognia Standards, Strategic Map, and Self-assessment Workbook for Diagnostic Review - Continue assessing standards for school improvement. Identifying Key Measures, Strategies, and Stakeholders.
Cognia Surveys - Teacher, Staff, and Parent Climate and Culture Surveys.
Assessment Data Review and Goal Setting for EOY Assessments.

May 7th 2025 - District Wide Professional Development (Full Day)

Turtle Mountain High School

TIME: 8:00-4:00pm

LOCATION: Turtle Mountain High School

AUDIENCE: 9-12 Grade

Data Presentation - Review of SI Plans (Cognia & Plan4Learn)

Staff Appreciation and celebration for years of service.

OBJECTIVES

Participants will be able to

- Complete Plan4Learn and Schoolwide Plan final assessments
- Recognize exemplary staff members

Turtle Mountain Middle School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Middle School

AUDIENCE: 6-8 Grade

The full day training will focus on EOY data. NDSA assessment, three-year comparative data, EOY FastBridge Data and NDA+ data.

Decisions will be made on 2025-26 placements and scope and sequence in curriculums will be looked at and adjusted according to NDSA comparative data.

Objectives

Participants will analyze data.

Participants will make data-based decisions with placement.

Participants will adjust curriculum according to data analysis.

Data – Driven Decision

Standard 2 – Learners’ well-being is at the heart of the institution’s guiding principles such as mission, purpose, and beliefs.

Standard 6 – Professional staff members receive the support they need to strengthen their professional practice.

Standard 11 – Leaders create and maintain institutional structures and processes that support learners and staff members in both stable and changing environments.

Standard 12 – Professional staff members implement curriculum and instruction that are aligned for relevancy, inclusion, and effectiveness.

Standard 14 – Curriculum and instruction are augmented by reliable information resources and materials that advance learning and support learners’ personal interests.

Standard 16 – Learners experience curriculum and instruction that emphasize the value of diverse cultures, backgrounds, and abilities.

Standard 21 – Instruction is characterized by high expectations and learner-centered practices.

Standard 24 – Leaders use data and input from a variety of sources to make decisions for learners’ and staff members’ growth and

Turtle Mountain Elementary School

TIME: 1:30-4:30pm

LOCATION: Turtle Mountain Elementary School
AUDIENCE: Pre k - 5th Grade
Topic: Staff Enrichment (Appreciation) Day Activities
EOY Data Review

Ojibwa Indian School

TIME: 1:30-4:30pm
LOCATION: Ojibwa Indian
AUDIENCE: K-8th Grade
Topic: Staff Enrichment (Appreciation) Day Activities
EOY Data Review